

# Career Awareness for High-Demand Skilled Trades and Training in Michigan



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# WDA Clusters

## Manufacturing



## Information Technology



## Health Care



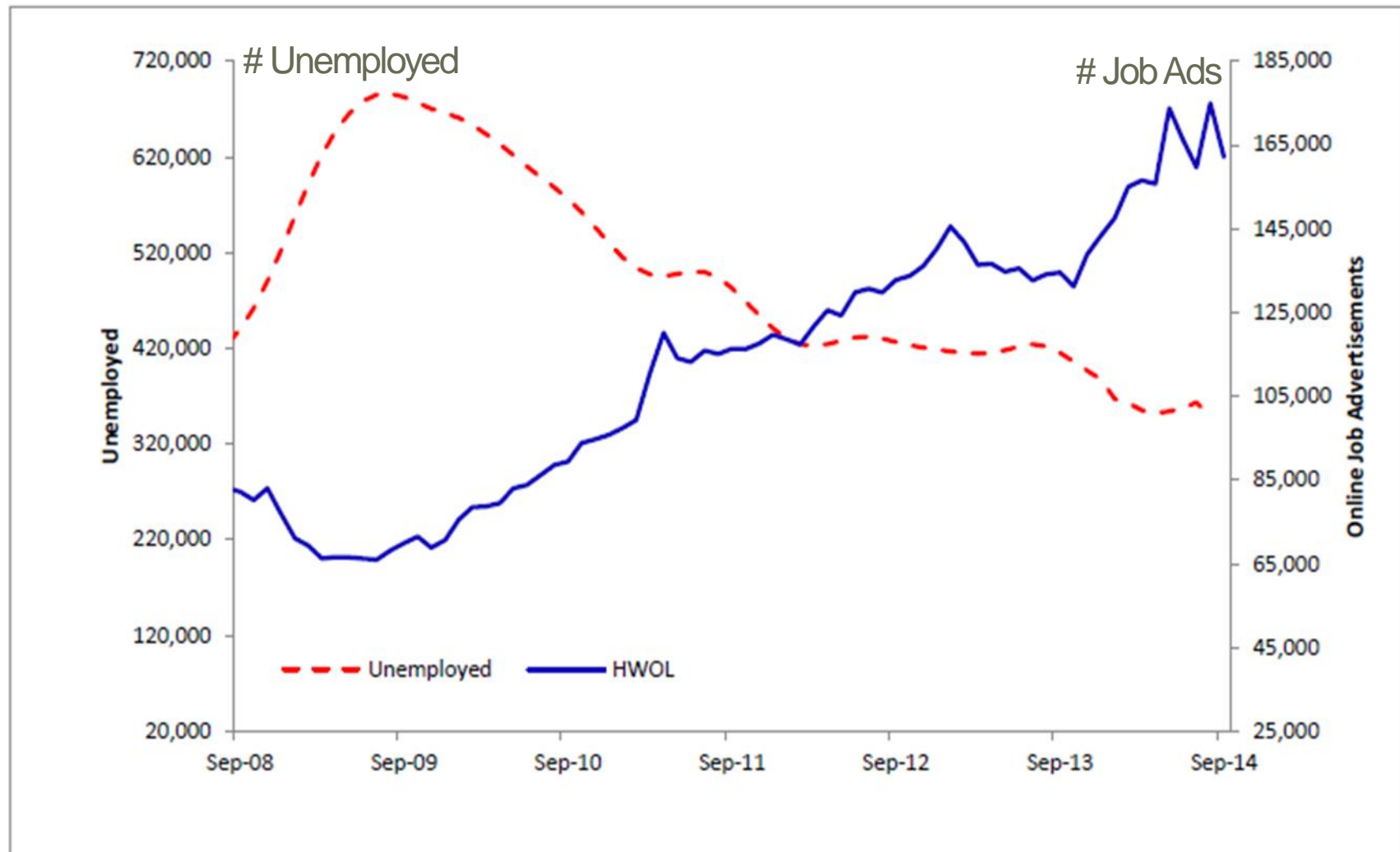
## Energy



## Agriculture



# MI Labor Supply vs. Labor Demand



Source: The Conference Board, Help Wanted Online® (HWOL) and Bureau of Labor Statistics, Current Population Survey (CPS)

# Total Available Jobs

Occupation Categories	Total Available Ads						
	September 2014	August 2014	September 2013	# Change Month	% Change Month	# Change Year	% Change Year
<b>Total</b>	<b>177,100</b>	<b>187,600</b>	<b>147,050</b>	<b>-10,500</b>	<b>-5.6%</b>	<b>30,050</b>	<b>20.4%</b>
<b>Professional</b>	<b>52,600</b>	<b>54,500</b>	<b>44,750</b>	<b>-1,900</b>	<b>-3.5%</b>	<b>7,850</b>	<b>17.5%</b>
Business and Financial Operations	9,150	9,850	8,400	-700	-7.1%	750	8.9%
Computer and Mathematical	16,300	17,150	14,600	-850	-5.0%	1,700	11.6%
Architecture and Engineering	12,750	13,250	10,450	-500	-3.8%	2,300	22.0%
Life, Physical, and Social Science	1,200	1,250	950	-50	-4.0%	250	26.3%
Community and Social Service	2,950	3,000	2,050	-50	-1.7%	900	43.9%
Legal	550	550	450	0	0.0%	100	22.2%
Education, Training, and Library	5,900	5,450	4,550	450	8.3%	1,350	29.7%
Arts, Design, Entertainment, Sports, and Media	3,850	4,000	3,350	-150	-3.8%	500	14.9%
<b>Healthcare</b>	<b>21,200</b>	<b>21,300</b>	<b>16,800</b>	<b>-100</b>	<b>-0.5%</b>	<b>4,400</b>	<b>26.2%</b>
Healthcare Practitioners and Technical	15,850	15,900	12,800	-50	-0.3%	3,050	23.8%
Healthcare Support	5,350	5,400	4,050	-50	-0.9%	1,300	32.1%
<b>Sales</b>	<b>19,850</b>	<b>20,550</b>	<b>18,050</b>	<b>-700</b>	<b>-3.4%</b>	<b>1,800</b>	<b>10.0%</b>
<b>Administrative Support</b>	<b>17,850</b>	<b>18,950</b>	<b>14,650</b>	<b>-1,100</b>	<b>-5.8%</b>	<b>3,200</b>	<b>21.8%</b>
<b>Management</b>	<b>12,100</b>	<b>13,750</b>	<b>11,650</b>	<b>-1,650</b>	<b>-12.0%</b>	<b>450</b>	<b>3.9%</b>
<b>Service</b>	<b>15,550</b>	<b>16,900</b>	<b>12,950</b>	<b>-1,350</b>	<b>-8.0%</b>	<b>2,600</b>	<b>20.1%</b>
Protective Service	1,500	1,750	1,150	-250	-14.3%	350	30.4%
Food Preparation and Serving Related	6,900	7,350	6,050	-450	-6.1%	850	14.0%
Building and Grounds Cleaning and Maintenance	4,600	5,050	3,400	-450	-8.9%	1,200	35.3%
Personal Care and Service	2,550	2,750	2,400	-200	-7.3%	150	6.3%
<b>Construction and Repair</b>	<b>13,950</b>	<b>15,250</b>	<b>10,900</b>	<b>-1,300</b>	<b>-8.5%</b>	<b>3,050</b>	<b>28.0%</b>
Construction and Extraction	5,250	5,750	4,050	-500	-8.7%	1,200	29.6%
Installation, Maintenance, and Repair	8,700	9,500	6,850	-800	-8.4%	1,850	27.0%
<b>Production</b>	<b>10,450</b>	<b>11,250</b>	<b>7,750</b>	<b>-800</b>	<b>-7.1%</b>	<b>2,700</b>	<b>34.8%</b>
<b>Transportation</b>	<b>400</b>	<b>450</b>	<b>250</b>	<b>-50</b>	<b>-11.1%</b>	<b>150</b>	<b>60.0%</b>
<b>Farming, Fishing, and Forestry</b>	<b>13,150</b>	<b>14,700</b>	<b>9,300</b>	<b>-1,550</b>	<b>-10.5%</b>	<b>3,850</b>	<b>41.4%</b>

Source: The Conference Board, Help Wanted Online®

# Total New Jobs

Occupation Categories	Total New Ads						
	September 2014	August 2014	September 2013	# Change Month	% Change Month	# Change Year	% Change Year
<b>Total</b>	<b>90,100</b>	<b>93,000</b>	<b>75,750</b>	<b>-2,900</b>	<b>-3.1%</b>	<b>14,350</b>	<b>18.9%</b>
<b>Professional</b>	<b>23,950</b>	<b>23,550</b>	<b>20,150</b>	<b>400</b>	<b>1.7%</b>	<b>3,800</b>	<b>18.9%</b>
Business and Financial Operations	3,950	4,100	3,450	-150	-3.7%	500	14.5%
Computer and Mathematical	7,450	7,500	6,550	-50	-0.7%	900	13.7%
Architecture and Engineering	5,250	4,950	4,250	300	6.1%	1,000	23.5%
Life, Physical, and Social Science	550	550	450	0	0.0%	100	22.2%
Community and Social Service	1,450	1,450	1,050	0	0.0%	400	38.1%
Legal	250	250	250	0	0.0%	0	0.0%
Education, Training, and Library	2,950	2,700	2,450	250	9.3%	500	20.4%
Arts, Design, Entertainment, Sports, and Media	2,050	2,050	1,750	0	0.0%	300	17.1%
<b>Healthcare</b>	<b>9,300</b>	<b>8,550</b>	<b>6,900</b>	<b>750</b>	<b>8.8%</b>	<b>2,400</b>	<b>34.8%</b>
Healthcare Practitioners and Technical	6,350	5,800	4,650	550	9.5%	1,700	36.6%
Healthcare Support	2,900	2,750	2,250	150	5.5%	650	28.9%
<b>Sales</b>	<b>9,350</b>	<b>10,100</b>	<b>8,900</b>	<b>-750</b>	<b>-7.4%</b>	<b>450</b>	<b>5.1%</b>
<b>Administrative Support</b>	<b>9,750</b>	<b>10,300</b>	<b>8,150</b>	<b>-550</b>	<b>-5.3%</b>	<b>1,600</b>	<b>19.6%</b>
<b>Management</b>	<b>5,300</b>	<b>5,850</b>	<b>5,200</b>	<b>-550</b>	<b>-9.4%</b>	<b>100</b>	<b>1.9%</b>
<b>Service</b>	<b>10,050</b>	<b>10,950</b>	<b>9,050</b>	<b>-900</b>	<b>-8.2%</b>	<b>1,000</b>	<b>11.0%</b>
Protective Service	650	750	600	-100	-13.3%	50	8.3%
Food Preparation and Serving Related	4,650	4,950	4,350	-300	-6.1%	300	6.9%
Building and Grounds Cleaning and Maintenance	3,100	3,250	2,400	-150	-4.6%	700	29.2%
Personal Care and Service	1,650	2,000	1,750	-350	-17.5%	-100	-5.7%
<b>Construction and Repair</b>	<b>9,100</b>	<b>9,250</b>	<b>7,300</b>	<b>-150</b>	<b>-1.6%</b>	<b>1,800</b>	<b>24.7%</b>
Construction and Extraction	4,050	4,200	3,300	-150	-3.6%	750	22.7%
Installation, Maintenance, and Repair	5,000	5,000	4,000	0	0.0%	1,000	25.0%
<b>Production</b>	<b>5,300</b>	<b>5,400</b>	<b>4,300</b>	<b>-100</b>	<b>-1.9%</b>	<b>1,000</b>	<b>23.3%</b>
<b>Transportation</b>	<b>300</b>	<b>300</b>	<b>200</b>	<b>0</b>	<b>0.0%</b>	<b>100</b>	<b>50.0%</b>
<b>Farming, Fishing, and Forestry</b>	<b>7,700</b>	<b>8,750</b>	<b>5,600</b>	<b>-1,050</b>	<b>-12.0%</b>	<b>2,100</b>	<b>37.5%</b>

Source: The Conference Board, Help Wanted Online®

# The Growing Talent Gap

- Aging workforce of highly-skilled experienced workers
- Attracting from new & more diverse talent pools
- Keeping pace with technological advances
- Closing gaps in workers' skills & credentials



# What is a Skilled Trades Occupation?

- Typically do not require advanced degrees, but typically do require moderate-term or long-term on-the-job training or apprenticeships
- Found throughout the economy, even in unsuspecting industries like Health Care, Information Technology, & Government
- Can make up as much as 40 percent of employment in some industry subsectors



# Skilled Trades in High Demand

- Skilled Trades workers are in high demand, evidenced by online advertised job vacancies
- Skilled Trades employment is expected to expand





### Forecasted Long-Term Growth, 2020

In Skilled Trades: 7.4%

In All Occupations: 8.5%

### Average Annual Openings, 2010-2020

For Skilled Trades: 5,900

For All Occupations: 130,000

Skilled Trades / All Occupations: 4.5%

### Program Completers

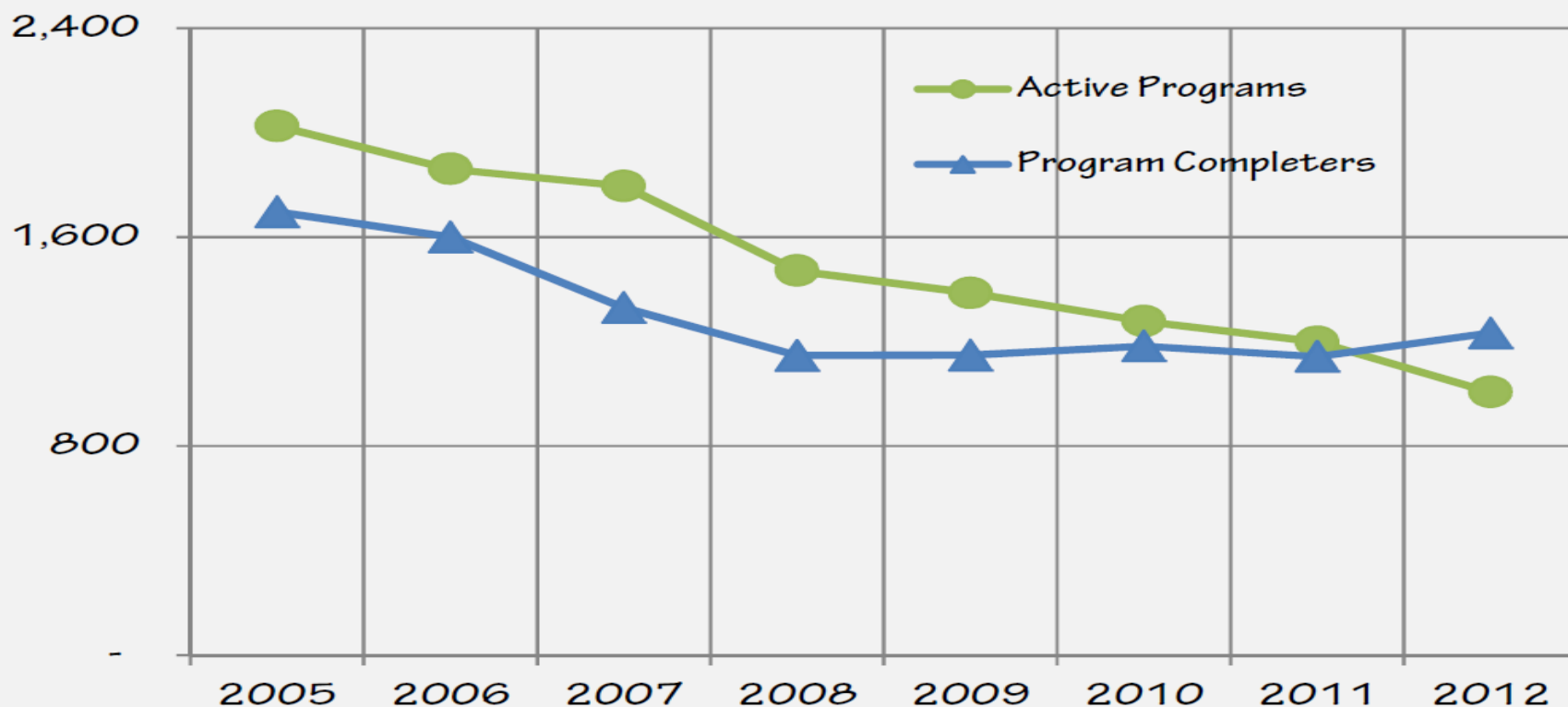
Apprenticeships (2012): 1,230

Apprenticeship Programs (2012): 1,006

Degrees / Certificates (2011): 3,000

# Skilled Trades in High Demand

# Apprenticeship Programs & Completers



**Source:** U.S. Department of Labor, Office of Apprenticeships.

# Skilled Trades Training Fund (STTF)

## AN OUTSTANDING OPPORTUNITY FOR MICHIGAN

- \$10 million in Governor Snyder's FY 14 & FY 15 budgets
- Competitive awards to Michigan Works! Agencies for employer-driven training in high-demand occupations
- Employers commit to hire or retaining participants at the successful completion training

# Community College Skilled Trades Equipment Program (CCSTEP)

## AN OUTSTANDING OPPORTUNITY FOR MICHIGAN

- \$50 million in Governor Snyder's FY 15 budget
- Competitive awards to Michigan Community Colleges
- Purchase of equipment for community college educational programs in high-wage, high- and middle-skill, and high-demand occupations

# Skilled Trades Training Programs

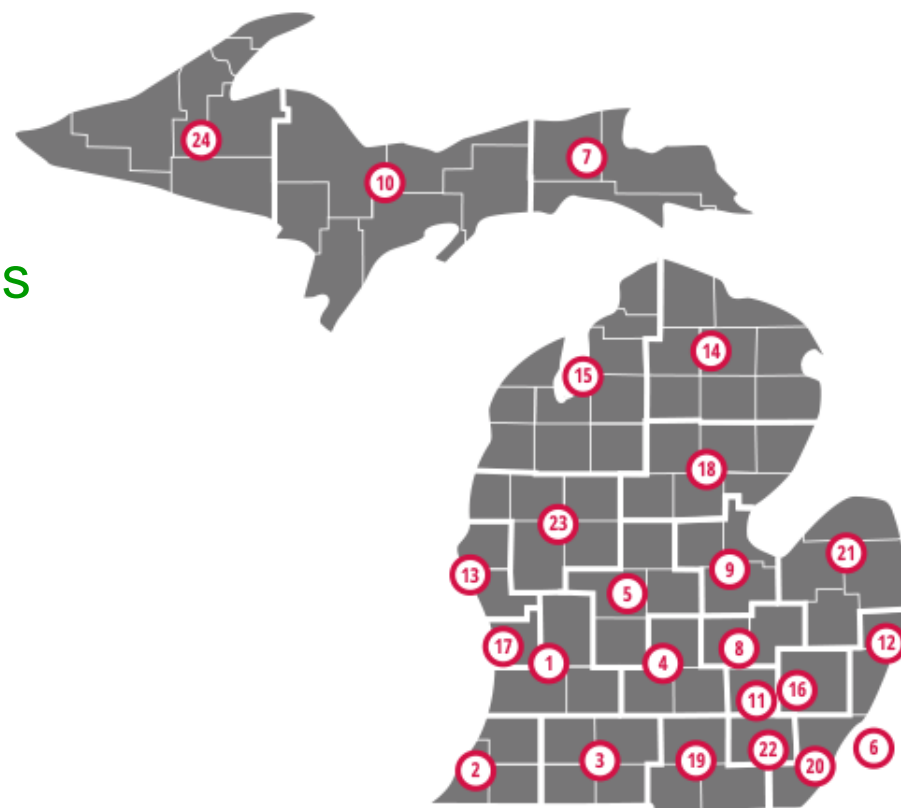
Depends on industry/occupation focus:

- Work-based Learning
  - On-the-Job Training
  - Apprenticeships
- Postsecondary
  - Certificates
  - Associate's Degrees



# Skilled Trades Training Programs

- Apprenticeship Opportunities  
[www.mitalent.org](http://www.mitalent.org)  
[www.doleta/OA/](http://www.doleta/OA/)
- Training Opportunities  
Michigan Works! Agencies  
Michigan Community Colleges





# Michigan Advanced Technician Training Program (MAT2)

- Developed with global technology leaders to combine theory, practice, and work
- 3-year training program with all tuition costs paid for by the employer
- On-the-job training with pay, an advanced Associate's degree & guaranteed job
- Graduates commit to 2 years on the job

